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Huntsville Center Bulletin

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Huntsville Center engineers win special awards

By Becky Proaps
Public Affairs Office

HUNTSVILLE, Ala. — Two Huntsville Center employees received special recognition Feb. 24 from the Society of American Military Engineers (S.A.M.E.).

Crystal Bennett Echols, a civil engineer in the Systems Engineering Division, was named the Young Engineer of the Year.

According to her nomination "Crystal has provided engineering support to numerous HNC



Crystal Bennett Echols

programs ... and coordinated and monitored efforts between other Corps offices, customers, stakeholders and the in-house engineering staff to involve engineering requirements and resolution of technical issues."



Amber Dickens

Amber Dickens, a student majoring in civil engineering at the University of Alabama in Huntsville was named the S.A.M.E. Student of the Year. The banquet concluded a week-long observance of National Engineers Week.

Housing Team receives recognition for efforts after Hurricane Katrina

By Becky Proaps
Public Affairs Office

HUNTSVILLE, Ala. — The Professional Housing Management Association recognized Huntsville Center's Unaccompanied Military Personnel Housing Team at the annual professional development seminar Feb. 3 in San Diego, Calif. The team's program manager, Alicia Allen,

received an appreciation plaque presented by PHMA President Michael Shelton.

Team members are Katrena Pope, Jay Clark, Sue Werner, Katherine Atkins, Alicia Allen, Beatrice Hill, Heather Holder, Larry McIntosh, Debbie Bogema, Jane Davis and Marcus Searles.

The association recognized the team for exemplary efforts to procure

furniture for families affected by Hurricane Katrina who were living in government leased housing at Fort Polk, La. The team's efforts made possible the procurement and delivery of entire houses of furniture in less than four weeks, ensuring families living in homes with nothing more than twin beds were

See Barracks on page 5

Commander's thoughts

We are in the clutches of winter, but as always — spring is right around the corner. As we move toward the newness of spring, I'd like to update you on some of my recent journeys.

Dr. John Potter, Bill Sargent and I just returned from a fast trip to Iraq to visit our Coalition Munitions Clearance (CMC) team. We spent about four days traveling and seven days on the ground in Iraq. For those of you who haven't traveled to the Middle East, it is a terribly hard journey because of the distance and layovers.

You should be terribly proud of the work our folks and their contractor partners are doing. We were at our Arlington Depot for the last large demo blast, 248 tons of potential improvised explosive devices up in smoke — a beautiful sight to behold. Of course, our depot mission is far from complete. We have been

challenged to continue to manage our two legacy depots, Arlington and Buckmaster, train members of the Iraqi Army to operate them and then turn them over to the Iraqi Army by the end of December.

The more daunting mission we have is to work Unexploded Ordnance (UXO) sites across the country to clear them of potential IED materials. We'll have 20 mobile teams with their own security and logistical support working remote sites from the Southeast (near the Iranian border), north toward Mosul.

Our challenge is to clear 20 sites by the end of June, and I know we have the right team in place, both in Iraq and here in Huntsville, to get 'er done. All of us in a supporting role need to

remember that our folks in Iraq are working six 12-hour days per week and usually 6 to 10 hours on their day off. The war does not take days off.



Col. John D. Rivenburgh

In addition to visiting our CMC team, we were able to visit a couple of our Huntsville folks working for the Gulf Region District in Baghdad. We spent time with Terry and Carolyn Steuart and Roland Belew — all working hard to deliver products to their customers faced with the

challenges of language, weather, security, the enemy and a long supply line for materials. They are doing very well, and you should be very proud of what they are doing.

As we traveled about (five days on the road), we marveled at the professionalism and selfless service of

See Iraq visit on page 3

The Bulletin asks:

What woman do you admire most?

My mother, because she has taught me compassion, love and understanding.



Michael Lanier
Advanced Technology Branch

My mother. I admire my mother for her values; for her advice; for always being there for me through the thick and thin; and for being my best friend.



Lisa Gayman
Office of Counsel



Cyndee Oleyte
Executive Office

The women I most admire are the ones who are closest to me — my mother and my three daughters. We traveled all over the globe when I was growing up, and Mother always managed to make a hotel room or temporary quarters a home within a few hours. She was the solid foundation upon which our family thrived. I also admire the women my daughters have become. They've grown into young, strong, independent, good women, who through their work, make a positive difference in this world every day. I feel truly blessed to have them all in my life.



U.S. Army Corps
of Engineers

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BULLETIN

Commander..... Col. John D. Rivenburgh
Chief, Public Affairs..... Kim Gillespie
Editor..... Becky Proaps

Huntsville Center employees recognized with special environmental cleanup awards

By Becky Proaps
Public Affairs Office

HUNTSVILLE, Ala. — Two Huntsville Center employees received Special Environmental Cleanup Awards Jan. 31 for their efforts with military munitions.

Addison D. Davis IV, the Deputy Assistant Secretary of the Army (Environmental, Safety and Occupational Health) presented Carol Youkey, the chief of Military Munitions Center of Expertise at the U.S. Army Corps of Engineers Huntsville Center, and James Manthey, program manager, Military Munitions Center of Expertise, with the awards at the 2006 Army Environmental Cleanup Workshop held Jan. 31 – Feb. 2 in San Antonio, Texas.

Youkey was recognized for her outstanding leadership and management of the Center of Expertise and for providing timely policy and technical support for the Formerly Used Defense Sites Program. Her program management and technical skills were major factors in the successful execution of the \$90 million military munitions portion for the

work plan.

“This award was given to me on behalf of all the work the Center of Expertise does in support of the FUDS program, so although I was the recipient of the award, it was really in recognition of the work the dozen or so of us in the Center of Expertise have done,” Youkey said.

Manthey was recognized for his support on the development of the Military Response Sites Prioritization Protocol — a tool that prioritizes sites for cleanup based on risk due to the effect of remaining military munitions.

“I am a member of the DoD Munitions Response Site Prioritization Protocol (MRSP) Workgroup,” Manthey said. “The workgroup is comprised of members from the Marines, Army, USACE, Air Force and Navy and was led by personnel from the Office of the Deputy Undersecretary of Defense (Installations and Environment) Environmental Management Office.

“As part of the workgroup, I helped modify old procedures, as well as develop new procedures to



Photo by Becky Proaps

James Manthey, left, program manager, Military Munitions Center of Expertise and Carol Youkey, the chief of Military Munitions Center of Expertise, discuss military munition issues in Youkey's office.

construct the MRSP. The workgroup developed the procedures that will be used to prioritize all the sites that may contain military munitions and their constituents within the Military Munitions Response Program (MMRP) category element with the DoD Environmental Restoration Program. MMRP primarily includes former training ranges on FUDS, BRAC and on active installations.”

“Manthey was very instrumental in getting the tool put together,” Youkey said. “In fact I doubt they could have ever finished this without him. They really

needed the input of an organization that has done this work or has a lot of experience doing the work. He was very vital in bringing that to a conclusion.”

“Being a member of the MRSP Workgroup was intense at times,” Manthey said. “It was difficult at the best of times, given the broad range of diverse interests of the different services. I have a great sense of accomplishment for being involved in the process that resulted in a prioritization method that each of the services in DoD can accept as well as the stakeholders.”

Iraq visit

Continued from page 2

our servicemen and servicewomen. Whether they were standing guard, on patrol or disarming an IED, they did it without complaint and usually with a smile on their face. As we upgrade

barracks and medical facilities, plan, design and manage range projects and all the other great work we do here in Huntsville, we have to remember that our ultimate customer is that young man or woman on the front lines and

their families at home. We owe it to them to do our absolute best to deliver a quality product to them, on time and within budget.

Thanks for all you are doing and for all you will continue to do.

Huntsville exec volunteers to help home state recover from hurricane damage

By Debra Valine
Public Affairs Office

Some engineers just can't seem to get enough. Jim Cox, Huntsville Center's chief of business management, volunteered to spend almost two months at Biloxi, Miss., helping to rebuild the region from Hattiesburg to Gulfport following the destruction caused by Hurricane Katrina when it came ashore Aug. 29, 2005.



Jim Cox

For Cox, who started his career at Huntsville Center in 1996 when he arrived from Camp Zama, Japan, to be the director of the Chemical Demilitarization Directorate, the deployment seems to bring his career full circle.

Cox said the only other time he has deployed in response to a disaster was when he was an intern with the Corps of Engineers in 1975. He was sent to Panama City, Fla., following Hurricane Eloise in 1975. "Back then it wasn't a volunteer thing," Cox said. "If you

structures (double-wide trailers).

The Starkville, Miss., native volunteered for the assignment because he wanted to help the people of his home state. "I also have relatives in the area who were displaced by the hurricane," Cox said. "I have an 87-year-old aunt who lived in a FEMA trailer while her house was being repaired. She's back in her house now. I have another cousin who lives about a block off the beach. He had a new two-story house, but now the first floor is completely gone. He is not back in his house yet."

Hurricane Katrina caused damage to 303 schools located in nine different counties in Mississippi. As of Jan. 26, the Federal Emergency Management Agency (FEMA) had tasked the Corps with providing 493 classrooms and 233 offices. It was about an \$85 million effort with the majority of the money being spent to purchase the trailers.

The Corps' temporary public structures team during the peak consisted of 37 people, a number of whom are quality assurance inspectors that assure the conditions of the contracts are met and coordinate any field changes.

"My office consisted of Corps people from all over the country," said Cox, who is a licensed professional engineer in Mississippi. "We had the mission manager from Vicksburg, Miss. — Elizabeth Ivy, but we also had people from St. Paul, Minn.; Walla Walla, Wash.; and

Huntington, W. Va. The prime contractor was Yates and Sons Construction Company out of Philadelphia, Miss."

This was just one of four missions being managed by the Corps of



Courtesy Photo

St. Paul Catholic School, located in Pass Christian, Miss., near where Hurricane Katrina came ashore Aug. 29, 2005, is just one of 303 schools located in nine different counties of the Gulf Coast region of Mississippi to be damaged or destroyed in the hurricane.

Engineers. The Corps also had debris removal — which was a big one; blue roofs; and temporary residential housing — the small, camper-style FEMA trailers. The temporary residential housing was really a FEMA mission, but we were supporting them, Cox said.

The temporary public structures helped bring a sense of stability and normalcy to the communities. The Corps delivered a place for these communities to begin again. In the face of the worst disaster in American history and responding to the needs of Mississippi, the Corps executed the fastest, most reasonable procurement action available.

"These temporary public structures are supposed to be used for two to four years," said the Mississippi State University graduate. "Some of the schools on the coast were completely destroyed so they had to combine schools, which increased the number of classrooms needed.

"Some of the schools reopened in October 2005 in the trailers we installed," Cox said. "All the schools we provided classrooms to were reopened by the end of November 2005. We continued to supplement schools that needed more space. We met all requests submitted to FEMA for public buildings from Hattiesburg south."



Courtesy Photo

DeLisle Elementary School, near Pass Christian, Miss., received the first classroom Sept. 28, 2005. The classroom was turned over for use Oct. 6.

were an intern, you had to go to clean up following a hurricane."

This time around, he was the resident engineer on one of the two contracts managed by the Vicksburg District to install temporary public

Booster seats can save children's lives

The Army has joined with the National Highway Traffic Safety Administration to remind parents and other adults responsible for children traveling in motor vehicles to follow the NHTSA recommendations of using booster seats and child safety seats properly.

Addison D. Davis, Deputy Assistant Secretary of the Army (Environment, Safety and Occupational Health) issued a letter during Child Passenger Safety Week in February reminding every Soldier, Department of the Army civilian and contractor employee that

children from age four to at least age eight should be in booster seats, unless they are at least 4 feet 9 inches tall.

Children weighing between 20 and 40 pounds should be in forward-facing child safety seats or convertible child safety seats.

Children from birth to at least age one and at least 20 pounds should be in rear-facing infant seats.

Use of

child safety seats is required on DoD installations, and more and more states are passing laws requiring child restraints. For more information about the proper use of booster seats go to the Web site www.boosterseat.gov.



Barracks

Continued from page 1

provided furnishings for use while in the Fort Polk housing.

“One of the most important things the Corps of Engineers does is help those who have been effected by events such as floods, hurricanes and other natural disasters,” said Katherine Atkins, Contract Specialist, in the Acquisition Support Division of the Directorate of Contracting.

“Although the UPH team is primarily responsible for furniture for unaccompanied personnel, the team happily and efficiently did what had to be done to ensure that these families had furniture,” Atkins said.

“These Soldiers were redeploying from Iraq, not knowing what they would find when they reached Louisiana. Knowing that we

were doing something that would help make their lives easier or better is one of those things that make our jobs worthwhile.”

Team members also received coins from commanders at Fort Knox, Ky., Fort Jackson, S.C., and

Fort Hood, Texas, during the UPH portion of the Army day meetings at PHMA.

PHMA contributes toward better quality housing for military members and their families by continuously raising the

level of proficiency and professionalism within the military services’ housing profession. This is done through improved communications and networking, education and training, certification, and professional recognition.



Courtesy Photo

The Unaccompanied Personnel Housing Team is shown with Deborah Reynolds (Office of the Assistant Secretary of Information Management Agency Family Housing Team Chief). The UPH team received the special service award in recognition of their efforts to procure furniture for families affected by Hurricane Katrina who were living in government leased housing at Fort Polk, La., and had no furnishings. Left to right are Katrena Pope, Jay Clark, Sue Werner, Katherine Atkins, Reynolds, Alicia Allen, Beatrice Hill, Heather Holder, Larry McIntosh and Debbie Bogema. Jane Davis and Marcus Searles, not pictured, also received the certificates and awards.

DeeDee makes DD1391 tutorial fun, easy

By Andrea Takash
Public Affairs Office

Avivacious blue tour guide named Dee Dee warmly greets people as they enter the new Department of Defense Form 1391 Tutorial, which guides users through the procedures involved with DD1391 forms.

In response to customers' needs and requests, the Programming Administration and Execution team, located at the Huntsville Engineering and Support Center, created a fun and informative tutorial that covers all topics normally presented in the 32-hour DD1391 Processor System course.

The Department of Defense uses the DD Form 1391 to submit military construction requests and justifications to Congress. The Programming Administration and Execution system, better known as PAX, is the only system that provides computer assistance to all engineers throughout the Army in support of the DD Form 1391 review process.

More than 900 activities worldwide access the PAX system, which is

available 24 hours a day and accessible via the Internet.

"The PAX team conducts workshops across the world to teach users the ins and outs of electronically preparing the DD1391 form. For many reasons whether it be budgetary restraints or schedule conflicts, it isn't always feasible for people to attend an onsite workshop," said Betty Fletcher, program lead for the tutorial. "Based on feedback, we made the tutorial flexible, accessible, self-paced and directly relevant to tasks inherent in the military construction review process."

The development of the tutorial was a full

team effort that involved the government PAX support team and two contractors, Management Technology Associates, Inc. and Computer Sciences Corporation.

MTA developed the tutorial with the use of RoboHelp software. The design of the tutorial matches the layout of the DD1391 module. This allows the user to get the feel of completing a DD1391 form.

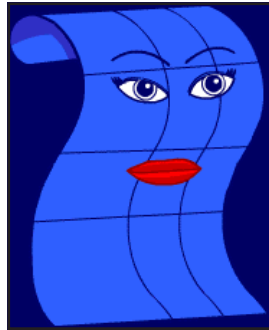
"Before diving into the tutorial, users

should view the tutorial overview to gain an understanding of how the tutorial works," Fletcher said. "They should follow the tutorial as sequenced because the modules are numbered to logically take them through the process for preparing and editing the entire form and supporting documentation, as well as using the functions and special features that are available in the DD1391 module."

The tutorial consists of 52 colorful and interactive modules and four links that access reference materials related to the DD1391 form. A navigation bar is available to users throughout the lesson to facilitate movement.

"The PAX team is very customer oriented. We are always looking at better ways for our customers to do their work more effectively as they support our Soldiers," Fletcher said. "Our goal is to provide the program development, enhancement, training, and help desk support needed to ensure the PAX system can give our customers what they want and need. Dee Dee and the tutorial are innovative ways of meeting one aspect of our goal,"

To access the tutorial, go to www.hnd.usace.army.mil/paxspt. The tutorial icon is on the bottom right side of the screen.



Dee Dee is the tour guide for the DD Form 1391 tutorial.

Huntsville Center awards \$30 million contract to Kansas firm

HUNTSVILLE, Ala.

— The U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville, has awarded a \$30 million contract to Black and Veatch Special Corporation.

The company will perform architect-engineer services ranging

from initial site investigation through engineering services during construction in support of the Ground-based Midcourse Defense System.

Black and Veatch Special Corporation, a large business located in Overland Park, Kan., was one of three proposals received. The award is for one base year

with two option years with an award term of an additional two years for a total of five years.

Projects under the contract may include design or rehabilitation of missile control buildings, industrial workshops, power plants, communications facilities, administration buildings, and various other facilities

such as new and rehab road work, utility work, and building systems work.

Huntsville Center serves as the U.S. Army Corps of Engineers Worldwide Program Manager for the Ground-based Midcourse Defense Program.

Huntsville Center makes investment in developing leaders

By Jo Anita Miley
Public Affairs Office

So, you think you have what it takes to be a leader? Did you know the Huntsville Center has a program that will develop you as a leader?

The Leadership Development Program (LDP) is designed to ensure leadership development of individuals working at all levels of the U.S. Army Corps of Engineers.

The LDP offers six different program levels that vary in duration from 180 days to two years. Each program level addresses particular developmental needs appropriate for the various leadership roles employees assume over the course of their careers.

These levels are designed to address the Be-Know-Do-Learn model as it relates to various leadership levels of the Corps. Every employee is given an opportunity to participate in the program according to his

or her own individual skill-set. Focus on key factors such as innovation, teamwork and partnerships to the program also affords an employee the opportunity to develop their leadership potential, and ensure partnerships that will promote customer success.

The overall intent of the LDP is to use the knowledge gained in the various levels of training to positively impact change in the workplace.

All new employees of the Huntsville Engineering and Support Center must complete the Corporate Training Program (LDP Level I).

"This program introduces employees to the Corps culture," said Sharon O'Connell and Andrew Lenoir, Level 1 corporate champions. "This level has been developed to give new employees an overview of Huntsville Center policies, procedures and culture," Lenoir said.

Each module is self-

contained and has a specific time frame during which it should be completed.

Module H must be completed within the first three days of employment. Other modules must be completed within the first two weeks, as well as the first month. Employees have six months to complete the other training modules.

Each training manual has a Training Completion Chart to assist in completing the modules as required. Once all the training is completed, both employee and supervisor should sign the Training Completion Chart and return it to Toni Hamley, Human Capital manager. Completing this manual will also result in being Level I certified in the Huntsville Center Leadership Development program. The Business Management Office provides a certificate after the course is completed."

Michelle Crull and Margaret Simmons are corporate champions for LDP Level II at the

Huntsville Center. A new LDP Level class will begin in May 2006.

"Anyone who is interested in participating should turn in the application to me or Margaret Simmons by March 15," Crull said. "There is a monetary commitment by your directorate for the classes and your time, so you will need to discuss this with your supervisor. Talking with your supervisor also helps to determine if Level II is for you."

"Many employees assume that you move from Levels I to III, but the training levels have been designed to match specific skill sets and levels of experience. Ultimately, the supervisor decides which level will be most beneficial for the participant," Crull said.

Level II graduation for those who are currently enrolled in the Level II program has been slated for April 11 at Huntsville Center.

See **LDP** on page 11



Photo by Kim Gillespie

Donating lifesaving blood

Sharon O'Connell, assigned to the Business Management Office, gives her pint of blood with a smile on her face during the American Red Cross visit Feb. 17. The Red Cross Bloodmobile comes to the Huntsville Center one day every month throughout the year.

Blood Drive Schedule

| | |
|----------|----------|
| March 10 | Aug. 25 |
| April 21 | Sept. 15 |
| May 19 | Oct. 20 |
| June 23 | Nov. 7 |
| July 14 | Dec. 15 |

And the answer is ...

By Jo Anita Miley
Public Affairs Office

The Huntsville Center observed Engineers Week in February with a "Jeopardy Challenge" based on U.S. Army Corps of Engineers history facts and "tidbits" from the Engineering archives. Four, five-person teams competed for the title Feb. 23 in the cafeteria, with only two teams making it to the Final Jeopardy round.

It was a heated battle, but the Systems Division team "Systems Savors," comprised of Arthur Martin III, Victor Taylor, Michelle Crull, Christopher Boyd and Tim Howard reigned as champions and can claim the honor of being the first ever winners in Engineering Jeopardy.

Theresa McFarland, Severo Lopez, Kathy Thrasher, Todd Wood and Sheron Belcher were "The Cost Conquerors" and provided some tough competition during the final round of the game.

"We hope everyone learned a few facts and some history, etc. and enjoyed taking part in the activities and food," said Marilyn Wurtz, Engineering Directorate.

Huntsville Center employees enjoy the rows and rows of food provided by other center employees during the Engineers Week Jeopardy Challenge.



Photo by Jo Anita Miley

Victor Taylor, left, Christopher Boyd, Arthur Martin III, Tim Howard and Michelle Crull make up the "Systems Savors" team — the winners of the Jeopardy Challenge played during Engineers Week. Boyce Ross, right, chief of Engineering, was the show host.



Photo by Jo Anita Miley

Todd Wood, left, Severo Lopez, Kathy Thrasher, Sheron Belcher and Theresa McFarland were the "Cost Conquerors" — one of the two teams that participated in the final round of the Jeopardy Challenge. Boyce Ross, right, chief of Engineering, was the show host.



Photo by Jo Anita Miley



Photo by Kim Gillespie

Karen Schofield, left, Dan Long and Sheron Belcher, right, grade tests during the local MATHCOUNTS competition.

Volunteers help local kids

MATHCOUNTS, a national math coaching and competition program, kicked off Engineers Week Feb. 18. Dan Long, a 20-year veteran with MATHCOUNTS, coordinated volunteers from the Huntsville Center, who monitored and graded tests during the competition. Volunteers included Amber Dickens, Jeff Coulston, Engineering Directorate; Karen Schofield, Engineering Directorate; Sheron Belcher, Engineering Directorate and Sue Baber, Security Office.

National newspaper recognizes Huntsville Center engineer in full-page advertisement

By Becky Proaps
Public Affairs Office

A Huntsville Center engineer represented the Corps of Engineers and the Huntsville Center in a national advertisement that appeared in the *USA Today* newspaper Feb. 15.

Jason B. Adams, an industrial engineer in the Engineering Directorate, Cost Engineering, was one of 16 New Faces of Engineering featured in the advertisement. Adams appeared with 15 other engineering professionals from around the country. He is also featured on the National Engineers Week 2006 New Faces of Engineering Web site with all 64 nominations at <http://www.eweek.org/site/Engineers/newfaces2006/index.shtml>.

New Faces of Engineering is a recognition program that highlights the interesting and unique work of young engineers who work in critical areas, have been out of school two to five years and are 30 years old or younger.

The Directorate of Engineering nominated Adams, a Cost Engineering Team Leader for the Military Munitions Center of Expertise, because of his outstanding engineering accomplishments so early in his career and specifically for his cost estimating work for

the Ordnance and Explosives Directorate. His work was critical in conveying to Congress the magnitude of the problem of Military Munitions and Chemical Warfare

Materials (CWM) at sites once used by the Department of Defense or Formerly Used Defense Sites (FUDS).

"We've done a lot of work with the cost-to-complete efforts for the FUDS program," Adams said. "Over the last five years or so, there has been a strong effort toward achieving audit ability."

"The environmental program throughout the Army had major issues several years ago. We, being the Army, went through a Department of Defense Inspector General Audit on reporting environmental liabilities and failed the audit. After that, there was a great emphasis put on getting ready for future audits. The Chemical Warfare Materials program, at that time, had over \$1 billion worth of estimated liabilities, and there was no real understanding



Courtesy Photo

Jason B. Adams, an industrial engineer in the Engineering Directorate, Cost Engineering, was one of 16 New Faces of Engineering featured in a full-page advertisement in the *USA Today* newspaper Feb. 15.

of where the costs were coming from or how they were developed," Adams said. "With audits, you have to have a good understanding of what you are estimating, why you're estimating it and a good document trail."

One of Adams' responsibilities is helping district personnel and contractors in developing methods and processes for getting estimates prepared, ensuring there is solid documentation for the estimate and an understanding of what is being estimated so that an auditor or future project manager can review the estimate and develop an understanding of what the estimate is for and how it was developed. Because of Adams' contributions, the FUDS CWM program was able to develop formal, complete and auditable estimates.

"We developed these estimates, and we were able to cut the projected costs that were over \$1 billion down to \$147 million," Adams said.

Adams received his bachelor's degree in industrial and systems engineering from the University of Alabama in Huntsville. His industrial engineering background helped him understand cost estimating but it was his time spent as a co-op and student hire in the Ordnance and Explosives Directorate at the Huntsville Center that gave him the understanding of the Corps' FUDS Military Munitions Response Program.

"I've been with the Corps for 10 years — for five years as a student and co-op in the Military Munitions Design Center, and it prepared me for when I moved to the cost estimating area," Adams said. "My expertise was in that, so I was able to take hold of that and move forward with it."

Adams recently obtained his Professional Engineer license and is an active member of the Institute of Industrial Engineers and the Society of American Military Engineers.

Adams is deployed to New Orleans, La., as a quality assurance supervisor and office engineer in support of the Hurricane Katrina relief effort.

Huntsville Center celebrates National African American History Month with music, tributes

By Jo Anita Miley
Public Affairs Office

Some of Huntsville Center's talented employees sang, danced and recited tributes to Black culture during two programs celebrating National African American History Month in February.

"All HNC employees regardless of ethnicity were encouraged to participate. "It was a team effort, and everyone came together to make this happen," said Kotriena Glover, Engineering Directorate, and member of the Commander's Special Emphasis Program



Photo by Debra Valine

Margie Reed performs "Tell Me Something Good" as Chaka Khan during the Who's Who Character Show Feb. 17.

Committee which was responsible for the programs.

"Each of the acts and talents presented was informative, educational and entertaining," said Sonja Rice, Equal Employment Office representative and program coordinator.

Col. John Rivenburgh,

Huntsville Center commander, opened the program Feb. 17 by sharing how the contributions of African Americans impacted his life. He recounted a story of how basketball player Earl Monroe fought bigotry and racism in the 1980s.

"In spite of all that was accomplished during the Civil Rights movement in the sixties, Monroe still had to fight for dignity and respect,"

Rivenburgh said. "The world is a better place, but we still have further to go."

The lifeline of a people is deeply rooted within its spirit. The spirit of the African American culture can be traced back to surviving the dark slave ships that set sail from Africa bound for plantations in America.

However, it is these same hardships that gave birth to very unique expressions of this spirit in this aspect of our society.

Roxie Robinson, kicked off the Feb. 17 festivities with a unique dramatization of James Weldon Johnson's, "The Creation." Joy Rice, Contracting Directorate, performed a moving



Photo by Jo Anita Miley

John Bond entertains the audience with a lively rendition of "When the Saints Coming Marching In" during the Feb. 23 Who's Who Character Show.

rendition of hymnist Harry Thacker Burley's "Swing Low, Sweet Chariot."

"I participated in the program because this was my tribute. The old spirituals come from the heart, and my tribute comes from the heart," Rice said.

Michael Mathis, also from the Contracting Directorate, kept the crowd guessing "Who Am I?" with his portrayal of Thurgood Marshall.

Two employees chose "Amazing Grace" as their music for the program: David Bond, Contracting Directorate, rendered three beautiful musical arrangements of hymn writer John Newton's "Amazing Grace" on the violin in Act 1 and Torrance gracefully glided through the audience with skillful dance choreography of the song with musical accompaniment.

"My music crosses boundaries," Bond said. Bond also played a trumpet selection during the Feb. 23 program.

Margie Reed, Executive Office, surprised the audience by performing singer Chaka Kahn's, "Tell Me Something Good," — with audience participation — to complete the Feb. 17 program.

"The programs were each a great success because of the hidden talents that surfaced during this event," said committee member, Annette Biddle. She also contributed talent of her own during the Feb. 23 program by performing an enlightening drama titled, "Life without Black People," along with Torrance.

James Mitchell, Training, recited "The Acclamation," during the Feb. 23 program. The second program had an equally entertaining closing act, American Idol — "Corps style."

Nina Hicks and Lillian Taylor, Contracting Directorate, and Quintessa Fuller, Resource Management, each gave vocal performances that won them grand prizes. The musical performances became the highlights of the program, since many genres of music were performed.

"We wanted diversity in the programs, said Rice. "Our goal was for everyone to participate, regardless of ethnicity. We accomplished our goal."

DoD lawyers to review judge's block of new personnel system

By Donna Miles
American Forces Press Service

WASHINGTON, D.C. — Defense Department attorneys are reviewing a federal judge's decision made Feb. 27 to block a new civilian personnel system to determine their next course of action, Joyce Frank, system spokesperson, said.

U.S. District Judge Emmet G. Sullivan ruled that provisions of the new National Security Personnel System would fail to protect civilian employees' ability to bargain collectively.

These provisions pertain to labor relations, collective bargaining, independent third-party review, adverse actions and the National Security Labor Relations Board, DoD's proposed internal labor relations panel, the 77-page decision noted.

The American Federation of Government Employees and 12 other labor unions filed a lawsuit in February 2005

challenging the proposed system.

NSPS is one of Defense Secretary Donald H. Rumsfeld's key initiatives designed to transform DoD operations to better meet 21st-century needs. It is designed to replace an outdated, 50-year-old civilian personnel management system that had rewarded employees for length of service rather than performance.



The new program, in development since 2003, seeks to replace the current general-schedule personnel ranking system with broad pay bands.

DoD and the Office of Personnel Management are partnering to establish the system, which eventually will affect more than 650,000 DoD civilian employees.

The National Security Personnel System's Web site at <http://www.cpms.osd.mil/nsps/> has more information.

LDP

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The Level III program is designed for employees who are GS-7 through GS-13, and is structured to facilitate individuals who are responsible for leading teams, or those who demonstrate leadership potential.

Level I participants primarily focus on developing an understanding of their individual strengths and talents relative to team

relationships, and how they can best contribute in a team environment. The curriculum also includes a two-day Team Leadership Retreat.

The corporate champions for LDP Level III are Charles Ford and Ken Goddard.

The HNC Leadership Steering Committee is responsible for oversight and administration of all levels of the program. They ensure completion of program requirements,

conduct quarterly discussions with participants, provide feedback on essays, and share learning, perspectives and program improvement suggestions with program developers.

"Although the program does include levels IV thru VI, these levels are not offered at Huntsville Center. The committee is exploring how to better facilitate the needs of Huntsville Center employees," Crull said.

The application forms and the brochure describing

all of the LDP levels are available on the intranet of the Huntsville Center. Please note that the application requires signature by your supervisor and director or office chief.

"We encourage all civilians to take advantage of this excellent leadership training," Crull said. "We want to make everyone at HNC aware of the Leadership Development Program, since our goal is to develop leaders at all levels."

The screenshot shows the Huntsville Center website with a navigation bar at the top. A prominent banner at the top right reads 'RELEVANT READY RESPONSIVE RELIABLE' with the tagline 'Providing services to America's Army and the Nation and its allies'. Below this, there are several news items. One item is titled 'Studying Engineering Process Can Lead to Best Work, Lowest Cost' by Delta Value Public Affairs Office, dated Huntsville, Ala. (Feb. 1, 2006). Another item is 'OPERATING STATUS IN THE HUNTSVILLE, ALABAMA AREA, AS OF 16-FEB-2006', which includes a 'CLOSURE' notice about the U.S. Army Engineering and Support Center Huntsville (Alabama) office being closed due to severe weather. There is also a '7th Annual Small Business Open House' and a 'BLUE ROOF' section with links to 'Open Blue Roof Page', 'Manage Blue Roof Program', 'Launch Blue Roof Program', and 'Print Blue Roof Program'. At the bottom, there is a 'Web Site Improvement' section asking for feedback and a 'Privacy and Security Information' link.

Huntsville Center Web page offers new feature

The Huntsville Center's Internet home page has a new feature. If the operating status changes because of inclement weather or for any other reason, a pop up screen (in yellow on the above graphic) will inform the employees what to do. All you have to do is log onto the Web site at www.hnd.usace.army.mil.

Ethics Corner

When can a government employee ride in a contractor vehicle?

**By Margaret
Simmons
Office of Counsel**

It depends on the facts. First, one must look to the contract. If the contract includes payment for the contractor for rental cars while attending meetings or going on temporary duty, then it might be allowable for a government employee to share the ride. Again, you have to remember that just because the facts seem to make sense, and it would appear that the government would save time and money, those are not the facts that must be evaluated.

Generally a govern-

ment employee who is engaged in official travel is expected to be reimbursed by the government for costs incurred. This could include a rental car, or use of a government owed vehicle. However, there are always exceptions to every rule.

The specific facts must be presented to the ethics counselor who will determine if the particular facts allow the government employee to travel with the contractor personnel. If it is allowable, there should be some notation on the government employee's travel order in case anyone raises a question later.

One example where a government employee can ride in the vehicle with the contractor personnel is

where the government employee and contractor employee are attending a meeting, the contract provides for payment of TDY, including rental vehicles, the meeting is for official purposes, and the government employee is willing to ride with the contractor employee to the meeting.

The point to remember is that a government employee cannot automatically accept a ride from a contractor employee, or vice versa, just because it might save time and money. You must plan ahead if this situation is being considered.

Office of Counsel can work with your particular situation to see what may or may not be allowable. Please

make sure you get our input before you act. Know what is contained in the contract and that particular task order. Be clear in the situation and the reasons for requesting that the government and contractor personnel travel together. We will provide you an answer based on your specific situation.

Please remember that any opinion you receive is not "blanket permission" nor should it be used by another individual for a separate situation.

We appreciate everyone's awareness of this issue and encourage you to talk with Office of Counsel for any questions you may have.

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